

# UNIFOR • BOMBARDIER AEROSPACE

## BARGAINING REPORT



SUMMARY OF THE 2021 TENTATIVE AGREEMENT BETWEEN UNIFOR LOCAL 673 AND BOMBARDIER AEROSPACE



### MESSAGE FROM UNIFOR NATIONAL PRESIDENT JERRY DIAS

Our union entered this set of negotiations very determined to protect members' job security and reach a fair agreement based on your priorities.

I am proud of all Local 673 members for showing such strength and solidarity on the picket line and for supporting your bargaining committee's efforts at the

negotiating table. This strike shows the resiliency of our membership and reminds us that the union's collective resources are always there when our members need them most.

I want to congratulate your bargaining committee on successfully negotiating this agreement with Bombardier.

The negotiating team was put to the test and never lost

sight of what they were here to do - work day and night on behalf of members, find solutions, and reach a tentative agreement.

This agreement tackles the key issues you had identified prior to bargaining, including increasing wages, resolving pension plan issues, protecting our work from contractors, preserving the integrity of the bargaining unit, securing new wing work, and strengthened work commitment language.

With the sale of the Downsview plant, a new era will begin for Bombardier Aviation workers. Despite this once-in-a-century pandemic and its devastating effects on many of our members' lives and the economy, the product we build has a bright future. Because of the work of the union at the bargaining table, Bombardier members are a part of that future.

I join with your bargaining committee in recommending ratification of this agreement.



### MESSAGE FROM PLANT CHAIR VITO FURLANO

After months of negotiations with the employer, significant efforts from your bargaining committee members, and a strike, the first in 18 years, we now have a solid agreement that I am proud to recommend to Local 673 members for ratification.

Our plans to strengthen and defend our collective agreement

against management efforts to erode it were successful and the gains we made at the bargaining table will speak for themselves.

What mattered most to us in these negotiations was ensuring that the incredible work that we do and the respect we deserve were reflected in this agreement. This strike was a necessary step to get us there and I want to thank everyone for making this agreement possible.

Job actions are often the last resort when all other options are exhausted and they are strategically necessary. In this case, we felt it was necessary and made all the difference to support your bargaining team.

The gains we made would not have been possible otherwise. That includes an increase in wages and

pension, the return of the master scheduling function to the union, preventing contractors from performing bargaining unit work, a new and more robust grievance process, the recognition of Skilled Trades classifications, and an increase to Retiree Life Insurance, along with a Retiree lump sum payment.

This was an important moment in our union's history and it was an incredible accomplishment for all us. When all else fails, solidarity will always win us the day.

### HIGHLIGHTS

- 3-year agreement
- Increased salaries and pensions
- Strengthened work commitment language
- Protection of bargaining unit work
- Lump sum payments for retirees
- Benefit improvements

Techinal Group Base Rate Increases												
				First Year - %		Second Year - %		Third Year - %		Totals		
Salary Group	Current Level 3 Base Rate	COLA Float	Current Base +COLA	General Increase Jun-21	New Rate Jun-21	General Increase Jun-22	New Base Rate Jun-22	General Increase Jun-23	New Rate Jun-23	TOTAL Base Rate Increase	Projected COLA Float Increase	Total Projected Increase
1	\$1,292.44	\$45.00	\$1,337.44	\$6.46	\$1,343.90	\$10.08	\$1,353.98	\$13.54	\$1,367.52	\$30.08	\$23.20	\$53.28
2	\$1,299.10	\$45.00	\$1,344.10	\$6.50	\$1,350.60	\$10.13	\$1,360.72	\$13.61	\$1,374.33	\$30.23	\$23.20	\$53.43
3	\$1,306.66	\$45.00	\$1,351.66	\$6.53	\$1,358.19	\$10.19	\$1,368.38	\$13.68	\$1,382.06	\$30.40	\$23.20	\$53.60
4	\$1,317.65	\$45.00	\$1,362.65	\$6.59	\$1,369.24	\$10.27	\$1,379.51	\$13.80	\$1,393.30	\$30.65	\$23.20	\$53.85
5	\$1,346.33	\$45.00	\$1,391.33	\$6.73	\$1,398.06	\$10.49	\$1,408.55	\$14.09	\$1,422.63	\$31.30	\$23.20	\$54.50
6	\$1,371.30	\$45.00	\$1,416.30	\$6.86	\$1,423.16	\$10.67	\$1,433.83	\$14.34	\$1,448.17	\$31.87	\$23.20	\$55.07
7	\$1,398.39	\$45.00	\$1,443.39	\$6.99	\$1,450.38	\$10.88	\$1,461.26	\$14.61	\$1,475.87	\$32.48	\$23.20	\$55.68
8	\$1,426.70	\$45.00	\$1,471.70	\$7.13	\$1,478.83	\$11.09	\$1,489.92	\$14.90	\$1,504.82	\$33.12	\$23.20	\$56.32
9	\$1,455.66	\$45.00	\$1,500.66	\$7.28	\$1,507.94	\$11.31	\$1,519.25	\$15.19	\$1,534.44	\$33.78	\$23.20	\$56.98
10	\$1,616.73	\$45.00	\$1,661.73	\$8.08	\$1,669.81	\$12.52	\$1,682.34	\$16.82	\$1,699.16	\$37.43	\$23.20	\$60.63
11	\$1,629.81	\$45.00	\$1,674.81	\$8.15	\$1,682.96	\$12.62	\$1,695.58	\$16.96	\$1,712.54	\$37.73	\$23.20	\$60.93
12	\$1,668.36	\$45.00	\$1,713.36	\$8.34	\$1,721.70	\$12.91	\$1,734.61	\$17.35	\$1,751.96	\$38.60	\$23.20	\$61.80
14	\$1,749.04	\$45.00	\$1,794.04	\$8.75	\$1,802.79	\$13.52	\$1,816.31	\$18.16	\$1,834.47	\$40.43	\$23.20	\$63.63

\*Inflation is projected at 2.0% in each year. COLA may be higher or lower depending on actual inflation.

Examples: Increases in weekly earnings			
		Group #9	Group #12
1st year increase	Current earnings	\$1,455.66	\$1,668.36
	Including COLA - \$1.20	\$1,500.66	\$1,713.36
	General increase	\$7.28	\$8.34
	*Estimated COLA	\$5.76	\$5.76
2nd year increase	End of 1 <sup>st</sup> year	\$1513.70	\$1727.46
	General increase	\$11.35	\$0.00
	*estimated COLA	\$16.41	\$16.41
	End of 2 <sup>nd</sup> year	\$1541.46	\$1743.87
3rd year increase	General increase	\$15.41	\$0.00
	*estimated COLA	\$1.03	\$1.03
	End of 3 <sup>rd</sup> year	\$1557.91	\$1744.90

PENSION IMPROVEMENTS	
<b>Basic Benefit</b>	The basic benefit pension rate increases by a total of \$6.00 per month per year of credited service over the life of this agreement.
	Current agreement: \$80 New agreement: \$86
<b>Supplement</b>	The monthly supplement payable remains constant over the life of the agreement.
	Current agreement: \$570 New agreement: \$570

Pension example: Single member, retiring at age 60 with 30 years of credited service				
Monthly Pension				
Estimated pension at age 60 to 64	Current (\$80)	New Agreement (\$86)	Increase (\$)	Increase (%)
Basic benefit	\$2,400	\$2,580	\$180	7.5%
Early retirement supplement	\$570	\$570	\$0	0%
Total company pensions	\$2,970	\$3,150	\$180	6.1%
Early Canada Pension Plan	\$770	\$770	\$0	0%
Total monthly pension	\$3,740	\$3,920	\$180	4.8%
Estimated annual pension ages 60-64	\$44,880	\$47,040	\$2,160	4.8%
Estimated pension at age 65 and beyond	Current (\$80)	New Agreement (\$86)	Increase (\$)	Increase (%)
Total company pension	\$2,400	\$2,580	\$180	7.5%
Canada Pension Plan (CPP)*	\$770	\$770	\$0	0%
Old Age Security (OAS)	\$618	\$618	\$0	0%
Total monthly pension	\$3,788	\$3,968	\$180	4.8%
Estimated annual pension age 65 and beyond	\$45,456	\$47,616	\$2,160	4.8%

\*CPP and OAS pensions estimated at June 2021 maximum rates. CPP and OAS are indexed to inflation. Skilled Trades will receive an additional \$1.00 added to the benefit rate.

## HIGHLIGHTS OF THE AGREEMENT

TERM OF THE AGREEMENT: JUNE 23, 2021 TO JUNE 23, 2024

### SALARY & PENSION INCREASE

- Salary increase of 0.5% in 2021-2022, 0.75% in 2022-2023, and 1.0% in 2023-2024.
- Pension increase from \$80 to \$86 in 2021-2022.

### BENEFIT IMPROVEMENTS

- Survivor Income Benefit converted to Basic Life Insurance benefit increase from \$85,000 to \$95,000 and AD&D benefit from to \$37,500 to \$42,500.
- Mandatory use of Green Shield Canada Preferred Pharmacy Network (PPN).
- Number of dispensing fees limited to 5 per year for maintenance drugs. Dispensing fees over this limit will be paid by the employees with implementation 90 days after ratification.
- Maintain the one-year lag in the dental fee guide.

### SHARED FUNCTIONS

- Elimination of ME / MA matrix and ratio.
- All shared functions on the matrix return to the Bargaining Unit.
- Enhanced job duties for QA Techs and the securing of more work for the bargaining unit, including work currently being done by non-union personnel.
- Corrective Action work returned to QA Techs.
- Clear demarcation between bargaining unit and non-union personnel.

### MASTER SCHEDULING FUNCTION

- Return of the Master Scheduling Function to the union.
- Strengthened work commitment language to prevent future violations.

### BARGAINING UNIT WORK

- Red Oak Wing work is guaranteed in the Work Commitment language.
- All work that is performed by Local 112 must be supported exclusively by Local 673, including outstanding work from the Final Line.
- Tooling sub-contracted hours have been eliminated.
- Clear lines of demarcation have been established between OSW and Final Line work. FAL OSW, up to and including the obtainment of Certificates of Airworthiness, belongs exclusively to the bargaining unit, without exception.

### WORKPLACE ACCOMMODATIONS

- A new Article formalizes a detailed process for company and employee obligations.

### NEW GRIEVANCE PROCESS

- A more robust grievance process is in place that automatically awards the grievor if the company does not meet specific deadlines.

### TECHNICAL CLASSIFICATIONS

- Recognition of the Technical Group classifications by the company.

### MENTAL HEALTH

- The company and the union are committed to raising awareness surrounding mental health issues.

### RETIREE LIFE INSURANCE

- Retiree life insurance increases from \$4000 to \$5000, effective the date of ratification.
- In one year, retirees will receive a lump sum of \$400 in lieu of pension indexation.

## PAID HOLIDAY SCHEDULE

Holiday	2021	2022	2023	2024
New Year's Day		Mon. Jan. 3, 2022	Mon. Jan. 2, 2023	Mon. Jan. 1, 2024
Family Day		Mon. Feb. 21, 2022	Mon. Feb. 20, 2023	Mon. Feb. 19, 2024
Good Friday		Fri. Apr. 15, 2022	Fri. April 7, 2023	Fri. March 29, 2024
Victoria Day		Mon. May 23, 2022	Mon. May 22, 2023	Mon. May 20, 2024
Canada Day	Thurs. July 1, 2021	Fri. July 1, 2022	Mon. July 3, 2023	
Labour Day	Mon. Sept. 6, 2021	Mon. Sept. 5, 2022	Mon. Sept. 4, 2023	
Thanksgiving	Mon. Oct. 11, 2021	Mon. Oct. 10, 2022	Mon. Oct. 9, 2023	
Floater #1	Fri. Dec. 24, 2021	Fri. Dec. 23, 2022	June 30, 2023	
Christmas	Mon. Dec. 27, 2021	Mon. Dec. 26, 2022	Mon. Dec. 25, 2023	
Boxing Day	Tues. Dec. 28, 2021	Tues. Dec. 27, 2022	Tues. Dec. 26, 2023	
Floater #2	Wed. Dec. 29, 2021	Wed. Dec. 28, 2022	Wed. Dec 27, 2023	
Floater #3	Thurs. Dec. 30, 2021	Thurs. Dec. 29, 2022	Thurs. Dec. 28, 2023	
Floater #4	Fri. Dec. 31, 2021	Fri. Dec. 30, 2022	Fri. Dec. 29, 2023	

**Your Master Bargaining Committee unanimously recommends this tentative agreement and urges you to vote in favour.**

## MASTER BARGAINING COMMITTEE



**JERRY DIAS**  
National President



**SHANE WARK**  
Assistant to the  
National President



**BARRY LINES**  
National  
Representative



**COREY VERMEIJ**  
Director, Pension  
and Benefits



**PHIL FRYER**  
National Representative,  
Skilled Trades



**MARYELLEN MCILMOYLE**  
Local 673 President



**VITO FURLANO**  
Plant Chairperson  
Bombardier



**BRIAN WILSON**  
Vice-Chairperson  
Bombardier



**SCOTT SCHEIBLER**  
Bargaining Committee  
Representative



**SIMAR WALIA**  
Bargaining Committee  
Representative



**MOHAMMED JAMAL**  
Bargaining Committee  
Representative